



## Proprietary Statement for Empco Products and Services

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Empco, Inc. is the sole owner and developer of the promotional written exams and assessments for Pembroke Pines Fire and Rescue Department. Any unauthorized alteration of assessment or test questions, or use outside of an Empco, Inc. administered process is prohibited. All written exams, scoring keys, skill assessment matrix, orientation materials, etc. are the property of Empco, Inc. and are maintained and secured by Empco.

Empco, Inc. has developed the structure and protocols for the assessments and written exams used for the department that meet specified standards laid out in the department's policies and procedures and bargaining agreements. The assessments and written exams are also developed to meet the professional standards in the public safety sector, but also the professional standards in testing that can only be overseen by an Industrial/Organizational Psychologist, which Empco, Inc. has.